

**INDIANA  
WORKFORCE  
DEVELOPMENT**



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TO: Chief Elected Officials  
WIB Chairs  
WIB Directors  
Program Directors

FROM: Alan Degner  
Commissioner

DATE: March 7, 2003

SUBJ: DWD Commissioner's Directive # 2002-13  
PY'02 Local Performance Levels and Incentive Awards Policy

RE: Workforce Investment Act, Wagner-Peyser and Unemployment Insurance

Purpose:

To convey the Department of Workforce Development's (DWD's) policy for establishing local Workforce Investment Act (WIA) performance levels for Program Year 2002 (PY'02) and the state's incentive awards policy for PY'02 WIA and Wagner-Peyser performance. This policy reflects Department of Labor Training and Employment Guidance Letter (TEGL) 7-99.

Rescissions:

None.

Content:

At the suggestion of local WIA Directors, DWD has developed an adjustment method for WIA performance measures that take into account a continuous improvement strategy. For all measures (except customer satisfaction) the following strategy was used to establish levels:

1. The state's negotiated level for each measure is used as the departure point.
2. Each WSA's performance for PY'00 and PY'01 is compared to the departure point.
3. If both levels are below the departure point, the higher of the two levels is selected and the performance level is set at the average of this level and the departure point.

4. If both levels are above the departure point, the lower of the two levels is selected and the performance level is set at the average of this level and the departure point.
5. If one level is above the departure point, and one level is below the departure point, the departure point is selected as the performance level.

The performance levels for the WIA measures are attached to this directive.

As an alternative to this adjustment strategy, the chief elected official and the local board can choose to negotiate levels based on specific economic, demographic, and other characteristics of the populations to be served in the local area [WIA Sec. 136(c)(2)]. Requests for negotiation should be made by March 30, 2003 to:

Patrik Madaras  
Director, Evaluation  
10 N. Senate Avenue  
Indianapolis, IN 46204

The request should include the proposed adjustments and the rationale for those adjustments. Data proposed to be used as the basis for adjustments must be of public use quality and should be submitted with the request. The request must be signed by the chief elected official.

DWD also continues three additional **system** goals: satisfied customers, increased earnings and increased skills. These are articulated in Indiana's United Strategic Five-Year Plan. We have set the following goals for PY'02:

- over half of our citizens and employers will rate us as above average or excellent,
- at least 154,000 individuals assisted by the one-stop system will have wage gains, and
- at least 5,000 individuals will have documentable skill increases.

These measures will be assessed by local planning regions. The targeted number of wage gainers was established using historical information from the last three years and is unchanged for the state goal from PY'01. Adverse economic conditions precluded an increase in the target for PY'02. However, the targeted number of individuals with documentable skill increases was raised by 1,000 as part of Indiana's commitment to developing the skills of Hoosiers. Goals for this measure were determined using the relative share of the PY'02 WIA allocation dedicated to each local planning region. These targets appear in the table below.

<b>One-Stop System Measures</b>		
<b>Planning Region</b>	<b>Targeted # of Wage Gainers</b>	<b>Targeted # of Skill Increaseers</b>
Region 1	19,234	1,064
Region 2	12,735	459
Region 3	13,782	427
Region 4	5,924	126
Region 5	9,960	258
Region 6	19,120	499
Region 7	6,243	225
Region 8	29,560	919
Region 9	7,376	227
Region 10	10,601	314
Region 11	11,890	294
Region 12	7,575	188
Totals	154,000	5,000

These targets are minimum goals, but may be reduced if other local planning regions agree to make offsetting adjustments.

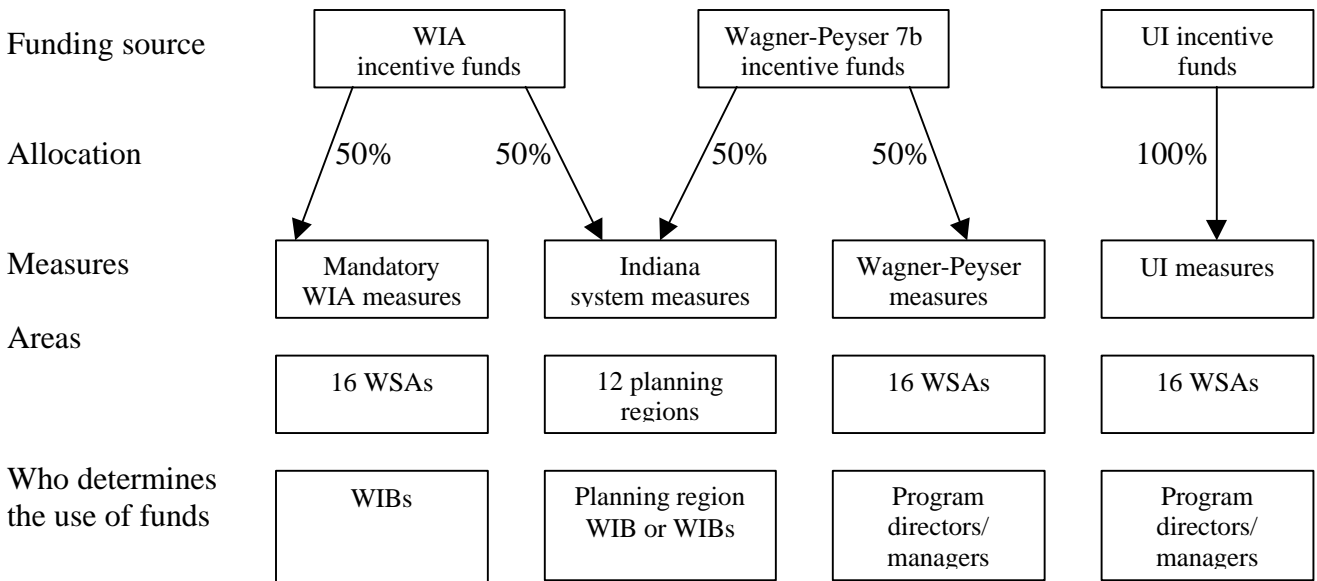
Another federal requirement is for states to provide incentive grants to local entities that demonstrate cooperation, coordination and exemplary performance under WIA.

A State shall use funds...to carry out ...activities, which shall include... providing incentive grants to local areas for regional cooperation among local boards,...for local coordination..., and for exemplary performance by local areas on the local performance measures [WIA Section 134 (a)(2)(B)].

Indiana's incentive awards program for PY'02 performance will incorporate both the state's system goals as well as DOL's mandatory measures. Half of the WIA awards will be based upon the state's system goals and performance in the local planning regions. This award will be supplemented using Wagner-Peyser 7b funds.

One half of the Wagner-Peyser 7b funds earmarked for incentive awards will be added to the half of the WIA awards being used to reward regional cooperation. The remaining half of the Wagner-Peyser 7b funds earmarked for incentive awards will be used to reward state merit staff in WSAs that meet their customer satisfaction goals and four of five published Wagner-Peyser and Unemployment Insurance performance goals.

The other half of the WIA awards will be based upon DOL's mandatory adult, youth and dislocated worker measures and performance in the WSAs. This will emphasize exemplary performance on the local WIA performance measures. Awards will be made using PY'03 funds, and until we know our allocation, the actual amount available for awards will not be known. The graphic below summarizes Indiana's incentive award strategy for PY'02.



To receive an award for meeting the state's system goals, the local planning region must meet all three system goals for that region (customer satisfaction, wage gains and skill gains). Since WIA awards must be distributed to local Workforce Investment Boards (WIBs), in those instances where more than one WSA shares a local planning region the awards for meeting the system goals will be distributed proportionately to the WIBs. This will be based upon their individual contribution to the region's success (as measured by the number of wage gainers and skill increasers residing in each county).

The award for meeting the system goals must be used for enhancing one-stops. The actual initiative(s) will be determined by the WIB or WIBs in that planning region.

To be considered for an award for meeting the DOL mandatory measures, the WIB in each WSA must first meet all four WIA credential and diploma attainment rates (Adult Employment and Credential Rate, Dislocated Worker Employment and Credential Rate, Older Youth Credential Rate and Younger Youth Diploma Attainment Rate). This policy emphasizes Indiana's commitment to documented skill gains.

In addition, the WIB must also meet at least 14 of the 17 WIA measures. Awards will be distributed to successful WIBs based upon their relative share of the state's PY'02 WIA allocation formula.

Effective Date:

Immediately.

Ending Date:

December 31, 2003.

Ownership:

DWD Evaluation Division.

Action:

Please inform your local staff of these changes and address any questions you may have regarding this policy to Patrik Madaras, Director of Evaluation, at 317-232-8537.

Attachment

## Performance Measures

	Measure	Cohort	Calculation
<b>One-Stop System Measures</b>	<b>Citizen Satisfaction</b>	A sample of clients active in the Customer Self Service System (CS3) system during the program year (July 1, 2002– June 30, 2003).	The calculation is accomplished by averaging the three questions (on a scale of 1 to 10) for citizen or employer. The number with scores of 6.5 or higher will be divided by the total number of valid responses.
	<b>Employer Satisfaction</b>	A sample of employers with job orders active in the CS3 system during the program year (July 1, 2002 – June 30, 2003).	
	<b>Skill Increasers</b>	Individuals attaining a credential during the program year (July 1, 2002 – June 30, 2003) and found in one of the following databases: Participant Management Information System (PMIS), Trade Adjustment Act (TAA), Advance Indiana, or Certificate of Technical Achievement (CTA) database.	The number of clients attaining a credential (high school diploma or equivalency, associate degree, bachelor's degree, occupational skills license, occupational skills certification/credential, attain journeyman status, or other as described in local plan).
	<b>Wage Gainers</b>	Clients active in the Customer Self Service System (CS3) system in the previous program year. (7/1/01 – 6/30/02).	<ol style="list-style-type: none"> <li>1. Determine pre-program earnings by adding all wages in the 2 quarters preceding the quarter during which each individual registered (Prior2 + Prior3).</li> <li>2. Determine post-program earnings by adding all wages in the 2<sup>nd</sup> and 3<sup>rd</sup> quarters following the registration quarter (Post2 +Post3).</li> <li>3. Count the individuals with post-program wages greater than pre-program wages.</li> </ol>

## PY'02 Mandatory WIA Performance Standards

Note: Individuals exiting the program as institutionalized, health/medical or death are not calculated in the performance standards.

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
<b>Adult Entered Employment Rate</b>	<i>Of those not employed at registration:</i> Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit.	Adults exiting the program October 1, 2001 through September 30, 2002 whose labor force status at time of registration was not employed.	# of exiters with: Labor force status is not employed and Pgcd=1A and Post1>0	# of exiters with: Labor force status is not employed and Pgcd=1A
<b>Adult Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after exit:</i> Number of adults who are employed in the third quarter after exit divided by the number of adults who exit.	Adults exiting the program October 1, 2001 through September 30, 2002 who were employed in the first quarter after the exit quarter.	# of exiters with: Pgcd=1A and Post1>0 and Post3>0	# of exiters with: Pgcd=1A and Post1>0
<b>Adult Average Earnings Change</b>	<i>Of those who are employed in the first quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit.	Adults exiting the program October 1, 2001 through September 30, 2002 who were employed in the first quarter after the exit quarter.	Exiters with: Pgcd=1A and post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Pgcd=1A and post1>0
<b>Adult Employment and Credential Rate</b>	<i>Of adults who received training services:</i> Number of adults who were employed in the first quarter after exit and received a credential by the third quarter after exit divided by the number of adults who exited.	Adults exiting the program October 1, 2001 through September 30, 2002 who have received training services.	Remove all E4 activities # of exiters with: pgcd=1A and (having Line code=15 or 20 ) and (Having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlcn, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: pgcd=1A and having Line code=15 or 20
<b>Dislocated Worker Entered Employment Rate</b>	Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program October 1, 2001 through September 30, 2002.	# of exiters with: (pgcd=1R or 1D) and Post1>0	# of exiters with: pgcd=1R or 1D

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
<b>Dislocated Worker Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after exit:</i> Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program October 1, 2001 through September 30, 2002.	# of exiters with: (pgcd=1R or 1D) and Post3>0	# of exiters with: (pgcd=1R or 1D)
<b>Dislocated Worker Earnings Replacement Rate</b>	<i>Of those who are employed in the first quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by pre-dislocation earnings (earnings in quarters 2 + quarter 3 prior to dislocation). <i>Note: If the dislocation date is after the enrollment date, the enrollment date is used for the dislocation date).</i>	Dislocated workers exiting the program October 1, 2001 through September 30, 2002 who are employed in the first quarter after the exit quarter.	Exiters with: (Pgcd=1D or 1R) and Post1>0  Then perform following calculation: (sum of post2 + sum of post3)	Exiters with (Pgcd=1D or 1R) and Post1>0  Then perform following calculation: (sum of prior2 + sum of prior3)
<b>Dislocated Worker Employment and Credential Rate</b>	<i>Of dislocated workers who received training services:</i> Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited.	Dislocated workers exiting the program October 1, 2001 through September 30, 2002 who received training services.	Remove all E4 activities # of exiters with: (pgcd=1D or 1R ) and and (Line code=15 or 20) and (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlcn, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: (pgcd=1D or 1R) and Line code=15 or 20
<b>Older Youth Entered Employment Rate</b>	<i>Of those not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit:</i> Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of youth who exit.	Older youth exiting the program October 1, 2001 through September 30, 2002 who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the 1 <sup>st</sup> quarter after exit.	# of exiters with: Age 19-21 in 1Y and (not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)) and Post1>0	# of exiters with: age 19-21 in pgcd 1Y and not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)
<b>Older Youth Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:</i> Number of older youth who are employed in third quarter after exit divided by the number of older youth	Older youth exiting the program October 1, 2001 through September 30, 2002 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training	Remove all activity records with line codes E4 or E5  # exiters with: Age 19-21 in 1Y and (NOT(postsecn is yes OR advtrain is yes) with line code	Remove all activity records with line codes E4 or E5  # of exiters with: Age 19-21 in 1Y (NOT(postsecn is yes OR advtrain is yes) with line



Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
	who exit.	in the 3 <sup>rd</sup> quarter after exit.	E3) AND post1>0 & Post3>0	code E3) AND post1>0
<b>Older Youth Average Earnings Change</b>	<i>Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit.	Older youth exiting the program October 1, 2001 through September 30, 2002 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3 <sup>rd</sup> quarter after the exit quarter.	Exiters with: Age 19 – 21 in 1Y and (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Age19–21 in 1Y (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0
<b>Older Youth Credential Rate</b>	Number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit.	Older youth exiting the program October 1, 2001 through September 30, 2002.	# of exiters with: Age 19 – 21 in 1Y and ((post1>0 OR (postsecn is yes or advtrain is yes)) AND (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlicns, credentl, attain_ged))	Remove all activity records with line codes E4 or E5  # of exiters with: Age 19-21 in 1Y
<b>Younger Youth Skill Attainment Rate</b>	Total number of goals attained by younger youth divided by the total number of goals set. (At least one and a maximum of three goals per year unless all goals have been met for the youth and the youth has been assessed to no longer be in need of basic skills, work readiness skills, or occupational skills goals). Successfully completed goals are count in the PY they are completed. Goals that are not successfully completed are counted in the PY one year after they are set.	All younger youth participants between July 1, 2002 and June 30, 2003.	Participants Age 14-18 in pgcd 1Y exiting line code G1, G2, G3 with completed activity is yes :  Sum of G1 + G2 + G3 goals	Participants Age 14-18 in pgcd 1Y: Total number of line code= G1, G2 or G3 and exited. (If participant does not have a G1, G2, or G3 line code then they have 1 goal that is not completed. If 365 days have passed and a goal is not exited then the goal is considered not completed and is in denominator). If a goal is exited as not successfully completed, it is not counted until 365 days after the goal was established.

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
<b>Younger Youth Diploma or Equivalent Rate</b>	<i>Of those who register without a diploma or equivalent:</i> Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program July 1, 2002 through June 30, 2003 who registered without a diploma or equivalent and who were not still in secondary school at the time of exit.	Remove all activity records with line codes E2, E3, E4 and remove records with highest grade >11 at registration # of exiters who received high school diploma or ged whose Age 14-18 in pgcd 1Y	Remove all activity records with line codes E2, E3, E4 and Remove records with highest grade > 11 at registration and exclude exit code 15  # of exiters: age 14-18 in 1Y
<b>Younger Youth Retention Rate</b>	Number of younger youth in one of the following categories in the third quarter after exit: post secondary education, advanced training, employment, military service, qualified apprenticeships divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program October 1, 2001 through September 30, 2002 who were not still in secondary school at exit.	# of exiters:  age 14-18 in 1Y and (post1>0 OR postsecn is yes OR advtrain is yes OR military is yes OR apprentice is yes)	# of exiters:  age 14-18 in 1Y exclude exit code 15

**\*Wage File Fields**

Post1 is the wages in the first quarter after the exit date

Post2 is the wages in the second quarter after the exit date

Post3 is the wages in the 3<sup>rd</sup> quarter after the exit date

Post4 is the wages in the 4<sup>th</sup> quarter after the exit date

Prior2 is the wages in the 2<sup>nd</sup> quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R

Prior3 is the wages in the 3<sup>rd</sup> quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R

## WIA Adjusted Performance Measures

Adult Entered Employment Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	85.3%	88.8%	77.0%	85.3%	81.2%
CWI	90.7%	85.2%	77.0%	85.2%	81.1%
NORTHERN	85.5%	75.5%	77.0%	77.0%	77.0%
NORTHEAST	88.7%	91.5%	77.0%	88.7%	82.9%
TECUMSEH	81.3%	90.3%	77.0%	81.3%	79.2%
NORTH CENTRAL	78.3%	91.3%	77.0%	78.3%	77.7%
MADISON GRANT	90.9%	79.8%	77.0%	79.8%	78.4%
EAST CENTRAL	88.6%	85.7%	77.0%	85.7%	81.4%
WESTERN	90.6%	89.7%	77.0%	89.7%	83.4%
CIRCLE SEVEN	82.5%	84.7%	77.0%	82.5%	79.8%
MARION CO.	76.3%	66.3%	77.0%	76.3%	76.7%
SOUTHEASTERN	88.9%	83.2%	77.0%	83.2%	80.1%
SHAWNEE TRACE	84.8%	83.3%	77.0%	83.3%	80.2%
SOUTH CENTRAL	93.5%	79.2%	77.0%	79.2%	78.1%
SOUTHWEST	88.7%	80.5%	77.0%	80.5%	78.8%
SOUTHERN SEVEN	86.4%	84.6%	77.0%	84.6%	80.8%

Adult Employment Retention Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	89.0%	80.6%	80.0%	80.6%	80.3%
CWI	83.3%	87.8%	80.0%	83.3%	81.7%
NORTHERN	87.2%	83.3%	80.0%	83.3%	81.7%
NORTHEAST	83.3%	89.1%	80.0%	83.3%	81.7%
TECUMSEH	84.6%	90.0%	80.0%	84.6%	82.3%
NORTH CENTRAL	84.6%	82.5%	80.0%	82.5%	81.3%
MADISON GRANT	92.3%	85.8%	80.0%	85.8%	82.9%
EAST CENTRAL	94.3%	87.1%	80.0%	87.1%	83.6%
WESTERN	94.1%	87.5%	80.0%	87.5%	83.8%
CIRCLE SEVEN	87.9%	86.4%	80.0%	86.4%	83.2%
MARION CO.	78.7%	78.3%	80.0%	78.7%	79.4%
SOUTHEASTERN	89.7%	85.8%	80.0%	85.8%	82.9%
SHAWNEE TRACE	89.0%	91.3%	80.0%	89.0%	84.5%
SOUTH CENTRAL	87.5%	79.0%	80.0%	80.0%	80.0%
SOUTHWEST	86.2%	85.2%	80.0%	85.2%	82.6%
SOUTHERN SEVEN	89.7%	85.4%	80.0%	85.4%	82.7%

Adult Average Earnings Change					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	\$4,517	\$2,172	\$2,600	\$2,600	\$2,600
CWI	\$4,389	\$2,100	\$2,600	\$2,600	\$2,600
NORTHERN	\$3,356	\$349	\$2,600	\$2,600	\$2,600
NORTHEAST	\$3,026	\$2,278	\$2,600	\$2,600	\$2,600
TECUMSEH	\$3,974	\$2,754	\$2,600	\$2,754	\$2,677
NORTH CENTRAL	\$5,340	\$2,032	\$2,600	\$2,600	\$2,600
MADISON GRANT	\$5,968	\$3,175	\$2,600	\$3,175	\$2,888
EAST CENTRAL	\$4,694	\$1,655	\$2,600	\$2,600	\$2,600
WESTERN	\$5,009	\$3,628	\$2,600	\$3,628	\$3,114
CIRCLE SEVEN	\$2,400	\$893	\$2,600	\$2,400	\$2,500
MARION CO.	\$3,818	\$3,061	\$2,600	\$3,061	\$2,831
SOUTHEASTERN	\$2,391	\$1,787	\$2,600	\$2,391	\$2,496
SHAWNEE TRACE	\$3,332	\$2,609	\$2,600	\$2,609	\$2,605
SOUTH CENTRAL	\$3,193	\$1,400	\$2,600	\$2,600	\$2,600
SOUTHWEST	\$1,297	\$992	\$2,600	\$1,297	\$1,949
SOUTHERN SEVEN	\$3,284	\$1,371	\$2,600	\$2,600	\$2,600

Adult Employment and Credential Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	64.8%	70.1%	50.0%	64.8%	57.4%
CWI	50.0%	46.2%	50.0%	50.0%	50.0%
NORTHERN	21.1%	22.5%	50.0%	22.5%	36.3%
NORTHEAST	60.4%	62.6%	50.0%	60.4%	55.2%
TECUMSEH	40.7%	75.0%	50.0%	50.0%	50.0%
NORTH CENTRAL	36.4%	42.1%	50.0%	42.1%	46.1%
MADISON GRANT	60.0%	47.0%	50.0%	50.0%	50.0%
EAST CENTRAL	50.5%	56.0%	50.0%	50.5%	50.3%
WESTERN	26.7%	30.8%	50.0%	30.8%	40.4%
CIRCLE SEVEN	47.4%	55.6%	50.0%	50.0%	50.0%
MARION CO.	52.8%	27.1%	50.0%	50.0%	50.0%
SOUTHEASTERN	62.5%	82.8%	50.0%	62.5%	56.3%
SHAWNEE TRACE	45.2%	58.5%	50.0%	50.0%	50.0%
SOUTH CENTRAL	58.3%	69.2%	50.0%	58.3%	54.2%
SOUTHWEST	23.5%	64.3%	50.0%	50.0%	50.0%
SOUTHERN SEVEN	76.9%	68.0%	50.0%	68.0%	59.0%

Dislocated Worker Entered Employment Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	88.4%	90.4%	75.0%	88.4%	81.7%
CWI	92.6%	88.0%	75.0%	88.0%	81.5%
NORTHERN	74.6%	76.2%	75.0%	75.0%	75.0%
NORTHEAST	92.0%	96.4%	75.0%	92.0%	83.5%
TECUMSEH	92.6%	91.7%	75.0%	91.7%	83.4%
NORTH CENTRAL	95.3%	86.8%	75.0%	86.8%	80.9%
MADISON GRANT	100.0%	84.5%	75.0%	84.5%	79.8%
EAST CENTRAL	86.5%	93.0%	75.0%	86.5%	80.8%
WESTERN	82.0%	94.6%	75.0%	82.0%	78.5%
CIRCLE SEVEN	75.8%	83.9%	75.0%	75.8%	75.4%
MARION CO.	85.4%	88.1%	75.0%	85.4%	80.2%
SOUTHEASTERN	94.4%	83.9%	75.0%	83.9%	79.5%
SHAWNEE TRACE	93.2%	85.7%	75.0%	85.7%	80.4%
SOUTH CENTRAL	92.6%	78.6%	75.0%	78.6%	76.8%
SOUTHWEST	98.6%	90.8%	75.0%	90.8%	82.9%
SOUTHERN SEVEN	95.0%	92.3%	75.0%	92.3%	83.7%

Dislocated Worker Employment Retention Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	92.8%	78.2%	86.0%	86.0%	86.0%
CWI	96.0%	94.5%	86.0%	94.5%	90.3%
NORTHERN	98.1%	95.0%	86.0%	95.0%	90.5%
NORTHEAST	94.7%	95.1%	86.0%	94.7%	90.4%
TECUMSEH	95.2%	93.9%	86.0%	93.9%	90.0%
NORTH CENTRAL	82.9%	87.9%	86.0%	86.0%	86.0%
MADISON GRANT	100.0%	91.7%	86.0%	91.7%	88.9%
EAST CENTRAL	95.5%	94.1%	86.0%	94.1%	90.1%
WESTERN	92.0%	98.4%	86.0%	92.0%	89.0%
CIRCLE SEVEN	94.5%	92.9%	86.0%	92.9%	89.5%
MARION CO.	80.5%	88.1%	86.0%	86.0%	86.0%
SOUTHEASTERN	94.1%	96.2%	86.0%	94.1%	90.1%
SHAWNEE TRACE	95.1%	95.2%	86.0%	95.1%	90.6%
SOUTH CENTRAL	96.0%	100.0%	86.0%	96.0%	91.0%
SOUTHWEST	92.6%	93.5%	86.0%	92.6%	89.3%
SOUTHERN SEVEN	89.5%	97.2%	86.0%	89.5%	87.8%

Dislocated Worker Earnings Replacement Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	103.3%	95.2%	88.0%	95.2%	91.6%
CWI	92.9%	94.9%	88.0%	92.9%	90.5%
NORTHERN	88.4%	80.6%	88.0%	88.0%	88.0%
NORTHEAST	87.9%	74.9%	88.0%	87.9%	88.0%
TECUMSEH	90.3%	96.6%	88.0%	90.3%	89.2%
NORTH CENTRAL	96.1%	91.9%	88.0%	91.9%	90.0%
MADISON GRANT	183.3%	78.7%	88.0%	88.0%	88.0%
EAST CENTRAL	94.0%	85.7%	88.0%	88.0%	88.0%
WESTERN	76.9%	87.5%	88.0%	87.5%	87.8%
CIRCLE SEVEN	98.9%	81.1%	88.0%	88.0%	88.0%
MARION CO.	90.8%	83.9%	88.0%	88.0%	88.0%
SOUTHEASTERN	84.3%	75.9%	88.0%	84.3%	86.2%
SHAWNEE TRACE	88.7%	96.5%	88.0%	88.7%	88.4%
SOUTH CENTRAL	100.8%	115.8%	88.0%	100.8%	94.4%
SOUTHWEST	100.8%	90.0%	88.0%	90.0%	89.0%
SOUTHERN SEVEN	128.9%	111.9%	88.0%	111.9%	100.0%

Dislocated Worker Employment and Credential Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	75.7%	72.6%	50.0%	72.6%	61.3%
CWI	72.2%	60.9%	50.0%	60.9%	55.5%
NORTHERN	31.6%	13.7%	50.0%	31.6%	40.8%
NORTHEAST	50.0%	61.6%	50.0%	50.0%	50.0%
TECUMSEH	61.9%	66.7%	50.0%	61.9%	56.0%
NORTH CENTRAL	42.9%	63.6%	50.0%	50.0%	50.0%
MADISON GRANT	50.0%	30.6%	50.0%	50.0%	50.0%
EAST CENTRAL	55.1%	54.7%	50.0%	54.7%	52.4%
WESTERN	18.2%	40.4%	50.0%	40.4%	45.2%
CIRCLE SEVEN	55.3%	52.4%	50.0%	52.4%	51.2%
MARION CO.	26.5%	21.2%	50.0%	26.5%	38.3%
SOUTHEASTERN	68.0%	76.9%	50.0%	68.0%	59.0%
SHAWNEE TRACE	42.4%	68.0%	50.0%	50.0%	50.0%
SOUTH CENTRAL	50.0%	71.4%	50.0%	50.0%	50.0%
SOUTHWEST	34.5%	56.5%	50.0%	50.0%	50.0%
SOUTHERN SEVEN	61.5%	72.2%	50.0%	61.5%	55.8%

Older Youth Entered Employment Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	80.0%	75.0%	69.0%	75.0%	72.0%
CWI	70.6%	75.0%	69.0%	70.6%	69.8%
NORTHERN	40.0%	53.3%	69.0%	53.3%	61.2%
NORTHEAST	41.2%	57.1%	69.0%	57.1%	63.1%
TECUMSEH	83.3%	54.5%	69.0%	69.0%	69.0%
NORTH CENTRAL	46.2%	100.0%	69.0%	69.0%	69.0%
MADISON GRANT	100.0%	66.7%	69.0%	69.0%	69.0%
EAST CENTRAL	89.7%	90.3%	69.0%	89.7%	79.4%
WESTERN	100.0%	100.0%	69.0%	100.0%	84.5%
CIRCLE SEVEN	100.0%	100.0%	69.0%	100.0%	84.5%
MARION CO.	85.7%	60.5%	69.0%	69.0%	69.0%
SOUTHEASTERN	100.0%	85.7%	69.0%	85.7%	77.4%
SHAWNEE TRACE	81.0%	88.9%	69.0%	81.0%	75.0%
SOUTH CENTRAL	0.0%	100.0%	69.0%	69.0%	69.0%
SOUTHWEST	71.4%	55.6%	69.0%	69.0%	69.0%
SOUTHERN SEVEN	66.7%	66.7%	69.0%	66.7%	67.9%

Older Youth Employment Retention Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	75.7%	76.7%	78.0%	76.7%	77.4%
CWI	72.7%	100.0%	78.0%	78.0%	78.0%
NORTHERN	50.0%	77.8%	78.0%	77.8%	77.9%
NORTHEAST	90.9%	100.0%	78.0%	90.9%	84.5%
TECUMSEH	88.9%	71.4%	78.0%	78.0%	78.0%
NORTH CENTRAL	82.4%	66.7%	78.0%	78.0%	78.0%
MADISON GRANT	100.0%	41.7%	78.0%	78.0%	78.0%
EAST CENTRAL	76.3%	86.7%	78.0%	78.0%	78.0%
WESTERN	73.3%	85.7%	78.0%	78.0%	78.0%
CIRCLE SEVEN	70.0%	100.0%	78.0%	78.0%	78.0%
MARION CO.	88.9%	84.8%	78.0%	84.8%	81.4%
SOUTHEASTERN	83.3%	85.7%	78.0%	83.3%	80.7%
SHAWNEE TRACE	88.0%	100.0%	78.0%	88.0%	83.0%
SOUTH CENTRAL	0.0%	100.0%	78.0%	78.0%	78.0%
SOUTHWEST	80.0%	100.0%	78.0%	80.0%	79.0%
SOUTHERN SEVEN	100.0%	100.0%	78.0%	100.0%	89.0%

Older Youth Average Earnings Change					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
NORTHWEST	\$3,788	\$3,799	\$3,150	\$3,788	\$3,469
CWI	\$2,621	\$2,627	\$3,150	\$2,627	\$2,889
NORTHERN	-\$2,256	\$2,332	\$3,150	\$2,332	\$2,741
NORTHEAST	\$856	\$4,295	\$3,150	\$3,150	\$3,150
TECUMSEH	\$5,678	\$4,019	\$3,150	\$4,019	\$3,585
NORTH CENTRAL	\$2,355	\$2,642	\$3,150	\$2,642	\$2,896
MADISON GRANT	\$10,849	\$2,033	\$3,150	\$3,150	\$3,150
EAST CENTRAL	\$3,201	\$4,393	\$3,150	\$3,201	\$3,176
WESTERN	\$1,983	\$4,808	\$3,150	\$3,150	\$3,150
CIRCLE SEVEN	\$4,360	\$7,394	\$3,150	\$4,360	\$3,755
MARION CO.	\$1,881	\$2,229	\$3,150	\$2,229	\$2,690
SOUTHEASTERN	\$7,038	\$4,406	\$3,150	\$4,406	\$3,778
SHAWNEE TRACE	\$3,832	\$2,715	\$3,150	\$3,150	\$3,150
SOUTH CENTRAL	\$888	\$2,487	\$3,150	\$2,487	\$2,819
SOUTHWEST	\$730	\$1,897	\$3,150	\$1,897	\$2,524
SOUTHERN SEVEN	\$6,727	\$4,101	\$3,150	\$4,101	\$3,626

Older Youth Credential Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
Northwest	37.5%	46.7%	55.0%	46.7%	50.9%
CWI	14.8%	17.6%	55.0%	17.6%	36.3%
Northern	40.0%	25.0%	55.0%	40.0%	47.5%
Northeast	33.3%	52.9%	55.0%	52.9%	54.0%
Tecumseh	63.6%	38.5%	55.0%	55.0%	55.0%
North Central	12.5%	100.0%	55.0%	55.0%	55.0%
Madison Grant	66.7%	15.8%	55.0%	55.0%	55.0%
East Central	46.8%	50.0%	55.0%	50.0%	52.5%
Western	40.0%	37.5%	55.0%	40.0%	47.5%
Circle Seven	60.0%	50.0%	55.0%	55.0%	55.0%
Marion Co.	43.5%	16.7%	55.0%	43.5%	49.3%
Southeastern	66.7%	55.6%	55.0%	55.6%	55.3%
Shawnee Trace	36.7%	33.3%	55.0%	36.7%	45.9%
South Central	50.0%	0.0%	55.0%	50.0%	52.5%
Southwest	14.3%	0.0%	55.0%	14.3%	34.7%
Southern Seven	55.6%	50.0%	55.0%	55.0%	55.0%



Younger Youth Skill Attainment Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
Northwest	75.4%	76.6%	67.0%	75.4%	71.2%
CWI	82.8%	76.7%	67.0%	76.7%	71.9%
Northern	21.8%	37.4%	67.0%	37.4%	52.2%
Northeast	95.7%	97.4%	67.0%	95.7%	81.4%
Tecumseh	70.6%	59.5%	67.0%	67.0%	67.0%
North Central	100.0%	65.7%	67.0%	67.0%	67.0%
Madison Grant	42.9%	75.2%	67.0%	67.0%	67.0%
East Central	95.3%	65.2%	67.0%	67.0%	67.0%
Western	80.8%	67.9%	67.0%	67.9%	67.5%
Circle Seven	88.4%	93.3%	67.0%	88.4%	77.7%
Marion Co.	41.3%	85.0%	67.0%	67.0%	67.0%
Southeastern	92.8%	82.8%	67.0%	82.8%	74.9%
Shawnee Trace	90.4%	79.2%	67.0%	79.2%	73.1%
South Central	100.0%	100.0%	67.0%	100.0%	83.5%
Southwest	15.1%	12.9%	67.0%	15.1%	41.1%
Southern Seven	95.6%	76.9%	67.0%	76.9%	72.0%

Younger Youth Diploma or Equivalent Rate					
WSA	PY'00	PY'01	DEPARTURE POINT	SELECTED LEVEL	PY'02 STANDARD
NORTHWEST	50.6%	61.3%	55.0%	55.0%	55.0%
CWI	82.6%	61.9%	55.0%	61.9%	58.5%
NORTHERN	57.1%	5.2%	55.0%	55.0%	55.0%
NORTHEAST	71.4%	80.0%	55.0%	71.4%	63.2%
TECUMSEH	54.5%	46.7%	55.0%	54.5%	54.8%
NORTH CENTRAL	0.0%	45.5%	55.0%	45.5%	50.3%
MADISON GRANT	2.8%	18.9%	55.0%	18.9%	37.0%
EAST CENTRAL	62.0%	60.9%	55.0%	60.9%	58.0%
WESTERN	30.8%	50.0%	55.0%	50.0%	52.5%
CIRCLE SEVEN	50.0%	70.0%	55.0%	55.0%	55.0%
MARION CO.	26.3%	31.3%	55.0%	31.3%	43.2%
SOUTHEASTERN	55.0%	52.9%	55.0%	55.0%	55.0%
SHAWNEE TRACE	40.0%	47.6%	55.0%	47.6%	51.3%
SOUTH CENTRAL	40.0%	54.5%	55.0%	54.5%	54.8%
SOUTHWEST	16.7%	10.0%	55.0%	16.7%	35.9%
SOUTHERN SEVEN	80.0%	62.5%	55.0%	62.5%	58.8%

Younger Youth Retention Rate					
WSA	Actual PY'00	Actual PY'01	Departure Point	Selected Level	PY'02 Standard
Northwest	60.0%	51.2%	55.0%	55.0%	55.0%
CWI	81.0%	90.9%	55.0%	81.0%	68.0%
Northern	68.4%	55.6%	55.0%	55.6%	55.3%
Northeast	71.4%	85.7%	55.0%	71.4%	63.2%
Tecumseh	66.7%	64.3%	55.0%	64.3%	59.7%
North Central	50.0%	66.7%	55.0%	55.0%	55.0%
Madison Grant	40.0%	31.8%	55.0%	40.0%	47.5%
East Central	66.7%	72.6%	55.0%	66.7%	60.9%
Western	66.7%	70.6%	55.0%	66.7%	60.9%
Circle Seven	50.0%	57.1%	55.0%	55.0%	55.0%
Marion Co.	54.8%	52.8%	55.0%	54.8%	54.9%
Southeastern	100.0%	67.9%	55.0%	67.9%	61.5%
Shawnee Trace	94.1%	55.0%	55.0%	55.0%	55.0%
South Central	100.0%	75.0%	55.0%	75.0%	65.0%
Southwest	47.4%	57.9%	55.0%	55.0%	55.0%
Southern Seven	85.7%	36.4%	55.0%	55.0%	55.0%

Customer Satisfaction	
	PY'02 Standard
Participant	68.0
Employer	63.0